



OKLAHOMA NATIONAL GUARD
JOINT FORCE HEADQUARTERS

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OKHR

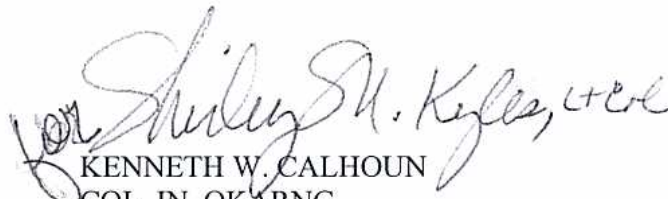
11 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of USA Staffing

1. The Human Resources Office (HRO) is committed to improving our work products and processes in order to save time, effort and money. In the military technician staffing arena, the solution to providing better customer service and wider advertisement of our technician vacancies is by the use of a commercially available program called USA Staffing. USA Staffing is a Department of Defense (DoD) initiative to meet Congressional mandates to streamline the recruiting and hiring processes for DoD employees.
2. USA Staffing is a web-based program that has the capability to generate vacancy announcements, post vacancy announcements on the Office of Personnel Management (OPM) USAJOBS website, accept applications by internet, analyze applicant competencies, produce certificates, notify applicants, and manage applicant records.
3. The Human Resources Office has begun transitioning to USA Staffing for the recruitment, assessment, referral and notification of applicants for federal technician positions within the Oklahoma National Guard. A brief slide show on USA Staffing is being released along with this announcement and will be available for viewing on the Joint Force Headquarters home-page.
4. Beginning 17 July 2006, those interested full-time employment as federal technicians can search for jobs and make application on-line for technician positions in both the Army and Air National Guard. USA Staffing will be utilized by on-board employees as well as those interested in employment. USA Staffing is a proven, user-friendly system that will be implemented throughout the National Guard in Fiscal Year 2006. The use of USA Staffing will not affect the State's Merit Placement Plan (OMD Technician Personnel Regulation 335).
5. The HRO is committed to the successful implementation of USA Staffing as a solution to our staffing needs. We look forward to working with managers, selecting officials, employees and applicants as we improve our processes in the critical area of full-time manning.

FOR THE ADJUTANT GENERAL:


KENNETH W. CALHOUN
COL, IN, OKARNG
Director, Human Resources

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